

PAY DIFFERENTIAL 306
PLATA II - HEALTH CARE RECRUITMENT AND RETENTION DIFFERENTIAL -
UNITS 16, 17, 19, AND EXCLUDED

Established: 12/01/05

Amended: 12/01/05, 12/06/05, 02/07/06

CLASS TITLE	CLASS CODE	CB/ID	RATE	Earnings ID	DEPT
Rank and File:					
Physician and Surgeon, Correctional Facility	9269	R16	\$1138.10 Per Month *	8P98	B
Physician and Surgeon -Intermittent-	7565		Rg A \$1138.10 Per Month **	8P98	
			Rg B \$1138.10 Per Month **	8P98	
			Rg C \$1453.10 Per Month **	8P90	
			Rg D \$1138.10 Per Month **	8P98	
Physician and Surgeon, Correctional Facility (Internal Medicine/Family Practice)	9263		\$1138.10 Per Month	8P98	B
Nurse-Anesthetist, Correctional Facility	9273	R17	\$1166.14 Per Month	8P92	A
Nurse Instructor, Correctional Facility	9353		\$1202.14 Per Month	8P94	B
Nurse Practitioner, Correctional Facility	9278		\$1750.00 Per Month	8P99	A
			\$250.00 Per Month	8P91	D
Public Health Nurse I, Correctional Facility	9274		\$1238.14 Per Month	8P96	C
			\$1238.14 Per Month	8P97	E
Public Health Nurse II, Correctional Facility	9345		\$1238.14 Per Month	8P96	C
Registered Nurse, Correctional Facility	9275		\$1202.14 Per Month	8P94	B
			\$1238.14 Per Month	8P96	C
Surgical Nurse I, Correctional Facility	9277		\$1202.14 Per Month	8P94	B
Surgical Nurse II, Correctional Facility	9329				
Physician Assistant, Correctional Facility***	8016	R19	\$1750.00 Per Month	8P99	A
Excluded:					
Public Health Nurse III, Correctional Facility	9356	S17	\$1184.14 Per Month	8P93	G

LOCATIONS

A	Department of Corrections and Rehabilitation, Adult Institutions, Health Care Services Division (with no existing recruitment and retention pay differential).
B	Department of Corrections and Rehabilitation, Adult Institutions, Health Care Services Division (with an existing \$200 recruitment and retention pay differential per Pay Differential 147 or 148).
C	Department of Corrections and Rehabilitation, Adult Institutions, Health Care Services Division (with an existing \$400 recruitment and retention pay differential per Pay Differential 148).

* Appointments effective 12/01/05 and after.

** Appointments prior to 12/01/05.

*** Effective 12/06/05

LOCATIONS - CONTINUED	
D	Department of Corrections and Rehabilitation, Adult Institutions, Health Care Services Division Pelican Bay State Prison. (In addition to Pay Differential 298).
E	Department of Corrections and Rehabilitation, Adult Institutions, Health Care Services Division, Salinas Valley State Prison, and Correctional Training Facility (with an existing \$600 recruitment and retention pay differential per Pay Differential 148).
F	Department of Corrections and Rehabilitation, Adult Institutions, Health Care Services Division, (with an existing \$300 recruitment and retention pay differential per Pay Differential 154).
G	Department of Corrections and Rehabilitation, Adult Institutions, Health Care Services Division, (with an existing \$100 recruitment and retention pay differential per Pay Differential 154).

CRITERIA	
•	The rates are calculated based on class action No. C01-1351-T.E.H Dated 12/01/05.
•	Employees in the above classes, employed in the Department of Corrections and Rehabilitation, at the above locations shall receive this court-ordered differential.
•	“FOR PELICAN BAY STATE PRISON ONLY” additional compensation for the Nurse Practitioner, Correctional Facility, (Class Code 9278) shall be issued under Pay Differential 298.
•	This differential shall not be subject to the grievance or arbitration processes.
•	The State reserves the discretion to adjust or terminate this differential by providing a 30-day notice to the exclusive representative of each unit impacted.
•	This pay differential is in addition to any existing recruitment and retention rate.
•	Apply this pay differential to employees identified as being in an out-of-class assignment, consistent with their MOU or rule/regulation.

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:	
PRO RATED	Yes
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURE ELIGIBLE	Yes
SUBJECT TO PERS DEDUCTION	Yes

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY	
OVERTIME	No/Yes FLSA
IDL	Yes
EIDL	Yes
NDI	Yes
LUMP SUM VACATION	Yes
LUMP SUM SICK	Yes
LUMP SUM EXTRA	Yes